

**CG-10-00**

## **VIOLENCE IN THE WORKPLACE**

1. It is important for all WSMR employees to note that I have established a stringent policy relative to violence in the workplace. I cannot think of a more compelling problem that faces society than dealing with threats and acts of violence. Workplace violence manifests itself in many ways such as violence directed toward employers and co-workers, suicide, stalking, domestic violence spill-over, psychotic violence, sexual assault, and violence committed during the course of another crime. Studies indicate that acts of violence are one of the leading causes of death in the workplace throughout this country.
2. Everyone knows you don't walk into an airport and shout "bomb." You know what happens next. Similarly, I expect all WSMR employees will refrain from any language or action which can be construed as threatening or violent in nature and which would cause alarm to other employees. That includes pushing, grabbing, shoving, gesturing, name calling, bullying, throwing things, and destroying personal or government property.
3. In fact, any employee acting violently or threatening violence towards another employee will be dealt with swiftly and firmly. I expect witnesses to report the behavior to the DoD Police at 911 or 678-1234 and their supervisor. Employees will be sent home (escorted off post if necessary) until such time as an appropriate investigation of the incident can be conducted. If a direct act of violence is confirmed, my goal is to remove that employee from federal service. Employees who may be suffering emotional distress or who are trying to deal with personal problems are reminded of the availability of our Employee Assistance Program (EAP). Anyone experiencing such problems is encouraged to contact the EAP office at 678-1957.
4. This is a very serious matter and I need your help and expect a total commitment to creating a safe work environment. I not only expect all employees to refrain from such behavior, but also expect you to be vigilant and report any improper actions of this nature. Assistance can be obtained by contacting your supervisor, the EAP, the DoD Police, the Staff Judge Advocate, or the Labor/Management Employee Relations Division.
5. This guidance supersedes CG-04-96, dated 09 May 96.

**STEVEN W. FLOHR**  
Brigadier General, USA  
Commanding

**DISTRIBUTION:**

A; All Bulletin Boards